

Resources--the answer is no.

Recruitment - none--however, when we recruit a secretary--the only requirements we put forth are skill-wise--not color, etc.

Utilization of Present Skills--none really

Upward Mobility: a--none; b--none; c--yes; d--yes.

Supervisors and Managers -- a--none that I know of; b--no; c--none

Evaluation & Reports--none

